HUMAN RELATIONS

training news...

AND NOTES

ISSUED BY THE NATIONAL TRAINING LABORATORIES OF THE NATIONAL EDUCATION ASSOCIATION

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A REMINDER !!

NTL's Industrial Training Laboratory, known officially as "The Management Work Conference in Developing Human Resources," is in its final planning stages. Set for February 12-24 at Arden House, Columbia University, Harriman, New York, its basic objective is".... to help develop 'strong and wise individuals who can, alone and with others, reach good decisions about their problems.' "

Full-time staff will be Ken Benne, Ren Likert, Herb Shepard, Lee Bradford, and Gordon Lippitt. Additional part-time staff: Dick Beckhard, El Burr, Bob Hood, and Ed Mallott.

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NATIONAL TRAINING LABORATORY IN GROUP DEVELOPMENT TO HOLD TWO SESSIONS

NTLGD announces that it will again hold two Summer Laboratory Sessions at Gould Academy, Bethel, Maine: June 17 - July 6, and July 22 - August 10.

A special Training-of-Trainers program (4 weeks) will be offered for a limited number of human relations trainers, with participants leading a one-week laboratory for a special group.

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NOTA BENE

PUBLICATION OF "Human Relations Training News and Notes" WAS SUSPENDED FOR THE MONTHS OF DECEMBER, 1955, AND JANUARY, 1956.

NTL REPRESENTED AT ROME CONFERENCE ON HUMAN RELATIONS IN INDUSTRY

Lee Bradford participated, as a member of a 4-man team of social scientists, in the European Productivity Agency's International Conference on Human Relations in Industry, held January 29-February 4, in Rome, Italy. The team also included: Jack French (now Fulbright Professor at the University of Oslo); Dr. Harold Lloyd Sheppard, Professor of Sociology, Wayne University; and Dr. William Whyte, Professor, New York State School of Industrial and Labor Relations, Cornell University.

The team members, all of whom were selected as American representatives of the International Cooperation Administration in Washington, were asked to serve on the Committee on Human Relations Training as an Aspect of Personnel Policy and Practice.

Among participants representing industry at the Rome Conference was Bob Hood.

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NSA EXECUTIVE DEVELOPMENT PROGRAM

On January 16-20, NTL held a 1-week institute with the National Security Agency as part of that agency's Fifth Management Conference for its executive personnel. NTL is under contract to conduct the interpersonal and group dynamics phases of this extensive training program.

Held in Washington, the institute staff as supplied by NTL included: Jack Gibb, Ren Likert, Lee Bradford, and Gordon Lippitt. Staff as supplied by NSA included: Mr. Joseph Green, Arnold Lessard, Ed Stetter, and Ray Wynn.

NATIONAL EDUCATION ASSOCIATION TO HOLD NEW ENGLAND CONFERENCE ON INSTRUCTION

Sponsored by the National Education Association and its departments, the NEA will hold its Fourth Regional Conference on Instruction in Boston, April 18-21.

In co-operation with the state education associations of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont, the conference, whose theme is "Experience-Sharing Groups," will bring together over 600 selected teachers and other leaders from these six states to exchange experiences, to raise questions, state problems, and begin to develop solutions.

NEA's Lyle Ashby and Dr. John Withall are developing the conference plans, and Ken Benne and Gordon Lippitt will train discussion leaders and carry out the final round-up session.

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NTL'S PROGRAM AND PLANNING COMMITTEE TO MEET IN APRIL

On April 6-7, NTL's Program and Planing Committee will meet in Chicago to do further planning for the year-round activities of the National Training Laboratories.

On April 8-9 the members of the Summer Bethel staff will join with the Program Committee members to complete the planning for the two 1956 Laboratory Sessions.

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SUMMER STAFFING FOR BETHEL NOW COMPLETE

Staff members at the NTL's Bethel Summer Laboratories will include Chris Argyris, Dick Beckhard, Warren Bennis, Bob Blake, Dr. Ned Flanders (University of Minnesota), Jack Gibb, Max Goodson, Murray Horwitz, Gale Jensen, "Doc" Lindner, Matt Miles, Ed Moe, Hank Riecken, Roy Whitman, Henry Work, Al Zander, and Lee Bradford.

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NTL HOLDS BRIEFING SESSIONS FOR EUROPE-BOUND U.S. SOCIAL SCIENTISTS AND INDUSTRIAL TRAINERS

The National Training Laboratories held a 7-day briefing session for the four Americans it recruited to go to Europe for one year to work with the European Productivity Agency in several countries abroad. The team members are: Lou Duenweg, Hal Leavitt, Don Nylen, and Herb Thelen, who sailed from New York on January 11.

Participating part-time in the briefing sessions - held in Washington Jan. 3-9 - were: Chris Argyris (School of Labor & Management Relations, Yale); Maurice Benjenk (OEEC); Nelson Cruikshank (AFL-CIO), A. R. Gale (formerly of FOA, Austria); Woodrow Ginsberg (AFL-CIO); Edward Glenn (Chief, Interpreting Branch, U. S. Department of State); Michael Ross (International Affairs Department, AFL-CIO); and Ray Zimmerman (ICA). Both Lee Bradford and Gordon Lippitt gave full time to the briefing for the seven days.

The contract entered into by NTL with the OEEC calls for recruiting, briefing, and giving consultative services to the team over the one-year period.

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PLANS PROGRESSING FOR NTL'S FIRST RELIGION LABORATORY

NTL's First Religion Laboratory will be held at Green Lake, Wisconsin, March 11-24, as mentioned in our last issue. The laboratory planning committee will meet for the last time on February 10, in Cincinnati.

A great deal of interest in this endeavor has been shown by members of the Protestant Church in the United States and Canada. A high calibre group of professional people from the field of religion, they promise an interesting and productive conference.

Applications are still being accepted. As of February 5, we have 55 applicants.

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SUMMER TRAINING LABORATORIES TO BE HELD IN 1_9_5_6

In an effort to keep abreast of the demands for human relations training by persons in a multiplicity of professional fields, each year the number of summer workshops and laboratories increases. Among them for 1956, are:

Tenth Annual NATIONAL TRAINING LABORATORY IN GROUP DEVELOPMENT, Bethel, Maine, June 17-July 6, and July 22-Aug. 10;

Fifth Annual MIDWEST WORKSHOP IN COMMUNITY HUMAN RELATIONS, Quadrangles of the University of Chicago, June 23-July 7;

WORK CONFERENCES (3), The Center for Improving Group Procedures, Teachers College, Columbia University, July 9-20 - July 23-Aug. 3 - Aug. 6-17;

Third Annual BOSTON UNIVERSITY WORKSHOP IN THE IMPROVEMENT OF HUMAN RELATIONS, North Andover, Massachusetts July 16-Aug. 10;

Third Annual PACIFIC NORTHWEST TRAINING LABORATORY IN GROUP DEVELOPMENT, Vancouver Island, B. C., July 22-Aug. 4;

Eighth Annual SASKATCHEWAN INSTITUTE IN HUMAN RELATIONS, Valley Centre, Fort Qu'Appelle, Saskatchewan, Aug. 12-21;

Second INTERMOUNTAIN LABORATORY IN GROUP DEVELOPMENT, Alpine Rose Lodge, Brighton, Utah, Aug. 12-24;

Sixth Annual SUMMER LABORATORY IN GROUP DEVELOPMENT AND HUMAN RELATIONS, Urbana Junior College, Urbana, Ohio, Aug. 12-25;

Second Annual SOUTHWEST HUMAN RELATIONS TRAINING LABORATORY, in the vicinity of Austin, Texas, Aug. 12-25;

Fifth Annual WESTERN TRAINING LABORATORY IN GROUP DEVELOPMENT, Santa Barbara Campus of University of California, Aug. 19-31;

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PITTSBURGH PLANNING COMMITTEE TO HOLD SECOND LEADERSHIP TRAINING INSTITUTE

The Second Annual Leadership Training Institute will be held April 12-24 by the Pittsburgh Planning Committee. NTL has again been asked to supply the professional staff, which will include: Dave Jenkins (Temple University), Joe McPherson (Dow Chemical), and Bob Luke.

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AMERICAN RED CROSS TO HOLD SECOND MANAGEMENT SCHOOL

The American Red Cross will hold its Second Annual Management Development School at East Lansing, Michigan, August 12-31. This announcement was made by Mr. Robert Shea, Vice-President of the organization, and Miss Mary Settle, Training Director.

The National Training Laboratories will work with the American Red Cross in developing the training design and recruiting the faculty for the school.

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THE NATIONAL PROJECT IN AGRICULTURAL COMMUNICATION

Mr. John Morrow of Michigan State University's Rural Extension Department, is heading up a study and project to improve rural extension programs' effectiveness in communication with rural areas and groups.

This project will include a 3-week training program at the Kellogg Center in East Lansing, Michigan during the month of August. Consultants to this project include Norman Allhiser, University of Wisconsin; Milt Hanson, Abbott Laboratories; Dr. Anderson, of Ball State Teachers College, the staff of Wilding Picture Productions, Inc., Chicago; Gordon Lippitt, NTL; and other training and educational leaders. Fifteen land-grant colleges are cooperating in this program.

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ABOUT PEOPLE WE KNOW

Floy Hyde, in charge of Leadership Education for the National Council of the Churches of Christ of the General Department of United Church Women, draws to our attention an excerpt from "The Christian Century" of November 23, which tells about the Seventh National Assembly of United Church Women held in Cleveland November 10, 1955. This story reports the feelings of democratic action that resulted from the way in which the conference was carried out.

At a recent Assembly, the program for which was worked out by Mrs. Theodore O. Wedel, chairman of the platform committee, in cooperation with Floy Hyde, the more than 2000 delegates dissolved into 200 small groups and proceeded to consult, suggest, reject, and otherwise to comport themselves in a truly democratic fashion. Each person in each group was encouraged to say what she thought, and conclusions and suggestions were coordinated into 16 group reports for transmission to the platform committee. A synthesis of these reports became the "voice" of the assembly.

The point made is that although our correspondent herself knows that this concept of group work is the backbone of her organization's leadership education program throughout the whole of the U. S., there were those present who, seeing it as a departure from the established procedure, saw it as something new and quite daring. But they confessed their amazement and delight at the healthy results !

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Edna Jagoe will direct a course on "Program Planning and Discussion Techniques" under the sponsorship of the Federated Women's Clubs in Port Arthur, Texas - in February.

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HAVE YOU READ .... ????

IN QUEST OF KNOWLEDGE - A HISTORICAL PERSPECTIVE ON ADULT EDUCATION, by C. Bartley Grattan. Sponsored by the Fund for Adult Education, it is a popular history of men's attempts to continue learning in adulthood, from the earliest beginnings to the well organized adult education program in every U. S. city and village today," Published by Association Press, New York City, 1955. 337 pp. Price $4.75.

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LEARNING ACROSS CULTURES - A STUDY OF GERMANS VISITING AMERICA, by Jean Watson and Ronald Lippitt. Published by the Research Center for Group Dynamics, Institute for Social Research, University of Michigan, 1955. 205 pp. Price $3.00.

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"Training the Supervisor" by L. David Korb. Sub-titled "A Guide on How to Set Up and Conduct a Supervisory Training Program," this pamphlet (in Editorial Draft form only) was prepared as a part of the Personnel Managemen Series of the U. S. Civil Service Commission's Career Development Program. July, 1955. 135 pp. Available from U. S. Civil Service Commission, Washington 25.

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"The Case Solution Group for Learning Problem Solving," A Manual and Service of the National Council of Industrial Management Clubs, affiliated with the YMCA. Published by Association Press, New York, 1955. 36 pp. Price $1.50.

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